

ASSISTANT HEADTEACHER CANDIDATE PACK



ABOUT GESHER SCHOOL



Gesher School is an independent all-through Jewish special school for children and young people aged 4 to 16. It offers all-through education for students with mild to moderate needs, including autism, ADHD, dyslexia, dyspraxia, and Down's Syndrome. The cohort also includes children who present with a range of genetic conditions, sensory processing needs, social-communication difficulties, and developmental delays.

Gesher students are unique, individual and often learn in a way that is atypical to traditional education methods. They may benefit from being taught differently in regards to their communication and social interaction styles, with the environment being tailored and adapted to their own learning needs. Significant use of structure, routine and laddering helps with this, and students are encouraged to be as independent as possible in all aspects of their education.

Relationships are at the heart of learning at Gesher. We promote healthy behaviour communications by creating a happy, safe and caring school environment where students' social, emotional and mental health are paramount. One of the core pillars of our approach is that all pupils are respected and well known as individuals. They have a voice in their learning and development, and their choices and ambitions are taken seriously.

Parents and carers are welcomed as active partners in helping to shape and support their children's growth. We seek to build and secure relationships with each of our students to ensure they thrive in their learning, as well as give them the skills to build their own relationships with each other. Our connections help build our community, giving us a sense of belonging and making each person feel safe and know they are valued. This is not just about students but staff too, and by extension, the wider community.

WWW.GESHERSCHOOL.COM



WELCOME LETTER FROM THE HEADTEACHER

Thank you for your interest in this role and your commitment to supporting the future of our students. As a team we are deeply committed and passionate about creating an exceptional and unique place of learning for our students. Geshar is a richly neurodiverse community where our students' talents are developed and celebrated. We are a learning community of students, staff, parents and governors who believe in transformative education where learners are encouraged to be innovative, resilient and to grow in confidence as they prepare to navigate the wider world.

You will join a team that works within a multi-disciplinary approach to empower all learners to access the curriculum to their full potential and make good progress in all areas of their development. Each member of the team plays a vital role. Teachers plan multi-sensory lessons to support children's learning styles in the classroom, emphasising their emotional well-being. Our Therapy team, which includes Speech and Language, Occupational Therapy, Dramatherapy, Art Therapy, Lego Therapy and an Educational Psychologist, provides ongoing support within the daily routine. Teaching Assistants play a vital role in further assisting learners as they navigate their way through the day. As a team of educators, we believe that this specialised way of empowering young children to learn, be curious and navigate the world around them sets them up for success.

We believe this role is a fantastic opportunity to bring all of your skills and creativity together to meet the outcomes for our young people below:

YOUNG PEOPLE GRADUATING FROM GESHER WILL BE:

SKILLED FOR THE FUTURE WORKPLACE

Creative and effective communicators, problem solvers and collaborators.

QUALIFIED FOR THEIR NEXT STAGE

With deep knowledge in academic and vocational disciplines.

INDEPENDENT LEARNERS

Skilled at managing their own learning, thinking and emotions.

CONFIDENT IN THEIR SENSE OF SELF

Clear about their own direction; knowing their own strengths and needs, and able to advocate for themselves and others.

BUILDERS OF MEANINGFUL RELATIONSHIPS

With healthy relationships friendships and trusted support networks.

ETHICAL AND RESPONSIBLE CITIZENS

Understanding and shaped by Jewish faith, heritage and culture. Making positive contributions to our community, society and planet.

We look forward to meeting you soon!

Tamaryn
HEADTEACHER



JOB DESCRIPTION

Required for: September 2024 (Transition Days in July 2024)

Working Days: Monday- Friday

Pay: £54,555 to £59,826 (based on experience)

This role carries up to 2 days of teaching commitment per week, to be reviewed regularly.

We are looking for a confident, enthusiastic and highly motivated Assistant Head of Curriculum and Assessment to join our expanding team at Gesher. This post would suit a passionate, dynamic and adaptable individual who ideally has experience teaching and leading within a secondary SEND environment.

This post would suit someone who has experience leading secondary curriculum development and is passionate about creating meaningful personalised learning that meets all individual needs and interests.

The right candidate would have worked previously within a trans-disciplinary team including teachers, therapists, teaching assistants, parents, and carers. They will commit to discussing the needs of each young person to provide the most effective education and therapeutic model of practice.

It would be essential for the candidate to have the requisite knowledge and expertise to establish and maintain high quality teaching and assessment of the required subjects across the key stages and have the skills and confidence to lead, develop and inspire the secondary team.

It would be desirable for the candidate to have had experience designing learning that focuses on engaging and purposeful projects that will enable our students to be skilled for the future workplace, confident in their sense of self and builders of meaningful relationships.

This post is subject to the conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the Education Act 1997, the required standards for QTS, other current educational legislation and the school's policies.

This job description may be amended at any time following a discussion between the Head Teacher and member of staff and will be reviewed annually.



JOB DESCRIPTION

CONTINUED



STRATEGIC DIRECTION AND DEVELOPMENT OF THE SCHOOL:

- Support the school's aims, ethos and policies and promote high levels of achievement across the entire school.
- Be part of the school's Senior Leadership Team and be committed to developing and maintaining outstanding provision for all.
- Work collaboratively with the Senior Leadership Team to ensure that robust systems and structures are in place within the school to meet all pupils' needs.
- Contribute to the professional development of staff with high quality training and regular meetings.
- Promote safeguarding practices across the school, and work alongside the safeguarding team to ensure additional academic support where appropriate.
- Ensure that meaningful assessment is used across the school to monitor and track pupils' progress and that it informs and develops staff skills and practice.
- Liaise with pupils/parents/outside agencies to ensure effective provision and to safeguard all pupils.
- Demonstrate an awareness of cultural diversity and how it may impact the needs of those within the school community.
- Foster meaningful relationships across the school, modelling and promoting the highest standards of behaviour in accordance with the school's Relationships Policy.
- As part of the Senior Leadership Team, monitor the quality of teaching and learning throughout the school.

TEACHING AND LEARNING:

- Design the curriculum and student learning to focus on developing engaging projects that develop our young people's sense of agency and their ability to collaborate constructively and encourage collective achievement.
- Ensure that learning is at the centre of resource management and lead and support the teaching and learning of all children within the secondary phase.



JOB DESCRIPTION CONTINUED



- Provide and promote models of excellent classroom practice through whole class and group teaching, coaching, mentoring and supported self-evaluation for teaching and learning staff.
- Establish creative, responsive and effective approaches to teaching and learning and ensure a culture and ethos of challenge and support where all pupils can have a voice, achieve success and become highly engaged in their own learning.
- Monitor the effectiveness of teaching and learning across the Secondary

ASSESSING AND REPORTING:

- Liaison with parents, governors and other parties linked to the school and develop effective working partnerships.
- Develop meaningful assessment pathways for all students that stretch beyond traditional models.
- Set targets for raising achievement for all pupils, and collect and interpret specialist assessment data for these pupils.
- Report to the Headteacher and governors on the impact of provision for identified groups of pupils, including cost-effectiveness and other measurable outcomes.
- Develop understanding and practice amongst staff about different learning needs and effective ways of raising achievement for all pupils.
- Ensure that all statutory requirements for SEN are met.
- Support all staff in ensuring that parents are well informed about curriculum, targets, individual pupils' progress and achievement.
- Support all staff in ensuring they work within the Code of Practice for Special Educational Needs.
- Identify resources needed to meet the requirements of all pupils; plan and organise expenditure within the school and within the specialist provision.
- To be responsible for managing the effective and efficient administration of external examinations.
- To support the Head of the exam centre in ensuring that the centre complies with regulations and awarding body requirements to ensure the security and integrity of the examinations/assessments at all times.



JOB DESCRIPTION CONTINUED

STANDARDS AND QUALITY ASSURANCE:

- Act in accordance with school policy on equal opportunities and anti-discrimination.
- Take on any additional responsibilities that the Headteacher might occasionally agree upon.

WHAT WE OFFER

- We offer fantastic opportunities to develop your skills as a practitioner within an innovative, supportive and collaborative team environment. Some of our benefits include:
 - Paid half-day Friday closure in the winter months
 - 12 weeks of paid holidays plus paid extra Jewish holidays throughout the year
 - Ring fenced half-day PPA from home, if desired
 - Monthly well-being events and inset days
 - Regular social opportunities
 - A Competitive salary



PERSON SPECIFICATION



QUALIFICATIONS:

- Qualified Teacher Status
- Line Management experience

EXPERIENCE:

- We are looking for a confident, enthusiastic and highly motivated Assistant Head of Curriculum and Assessment to join our expanding team at Geshher School. This post would suit a passionate, dynamic and adaptable individual who ideally has experience teaching and leading within a secondary SEND environment.
- This post would suit someone who has experience leading secondary curriculum development and is passionate about creating meaningful personalised learning that meets all individual needs and interests.
- The right candidate would have worked previously within a trans-disciplinary team including teachers, therapists, teaching assistants, parents, and carers. They will commit to equally and continually discussing the needs of each young person to provide the most effective education and therapeutic model of practice.
- It would be essential for the candidate to have the requisite knowledge and expertise to establish and maintain high quality teaching and assessment of the required subjects across the Key stages and have the skills and confidence to lead, develop and inspire the Secondary team.
- It would be desirable for the candidate to have had experience in designing learning that focuses on creating engaging projects that develop our young people's sense of agency and their ability to collaborate constructively and encourage collective achievement.





HOW TO APPLY

If you would like to discover more about this exciting opportunity, need any further information, have an informal discussion or arrange a visit then please contact our retained consultant at Academicis, Caroline Olsen: colsen@academicis.co.uk or 01223 907979 / 07500 889504

Please email your application to:
Caroline Olsen: colsen@academicis.co.uk

Closing date: Monday 13th May

Shortlisting date: Wednesday 15th May

Interviews: W/C 20th May

Gesher School is an equal opportunity employer and is committed to safeguarding and promoting the welfare of pupils and expects all staff to share this commitment. The appointment is subject to all relevant checks such as references, medical clearance and a satisfactory enhanced DBS disclosure.



GESHER SCHOOL
ENGAGE EMPOWER EDUCATE
supported by the Ronson, Wohl, Wolfson Partnership

■ Gesher School, Cannon Lane, Pinner HA5 1JF